

## ABSTRAKSI

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### **PENGARUH MOTIVASI DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN BAGIAN ADMIN DEVELOPMENT PADA PT.KMK GLOBAL SPORT**

Skripsi . Progran Studi Manajemen. 2023 Kata kunci :  
Motivasi, Lingkungan Kerja, dan Kinerja Karyawan

(xiv + 110 + lampiran)

Penelitian ini bertujuan untuk mengetahui apakah terdapat pengaruh motivasi, lingkungan kerja terhadap kinerja Karyawan Bagian Admin Development pada PT. KMK Global Sport.

Populasi dalam penelitian ini adalah mencakup Karyawan Bagian Admin Development Pada PT. KMK Global Sport, dan menggunakan teknik random sampling dengan rumus slovin dari 230 orang menjadi 70 responden.

Dari hasil analisis data menunjukkan hubungan variabel motivasi (X1) terhadap kinerja Karyawan (Y) pada PT. KMK Global Sport sebesar 41,6% yang berarti memiliki nilai pengaruh. Berdasarkan hasil uji hipotesis diperoleh dengan nilai  $t_{hitung}$  6,963 dan  $t_{tabel}$  1,99547 jadi  $t_{hitung} > t_{tabel}$  maka  $H_0$  ditolak  $H_a$  diterima. Hubungan variabel lingkungan kerja (X2) terhadap kinerja karyawan (Y) pada PT. KMK Global Sport sebesar 40,6% yang berarti memiliki nilai pengaruh, berdasarkan hasil uji hipotesis diperoleh dengan nilai  $t_{hitung}$  6,811 dan  $t_{tabel}$  1,99547 jadi  $t_{hitung} > t_{tabel}$  maka  $H_0$  ditolak dan  $H_a$  diterima. Sedangkan variabel motivasi (X1) dan lingkungan kerja (Y) terhadap kinerja karyawan (Y) pada PT. KMK Global Sport secara simultan menunjukkan pengaruh. Dari hasil uji anova didapat  $F_{hitung}$  24,369 dan  $F_{tabel}$  3,13 jadi  $F_{hitung} > F_{tabel}$  maka  $H_0$  ditolak dan  $H_a$  diterima. Kemudian analisis koefisien determinasi (*Adjusted R Square*) variabel motivasi (X1) dan variabel lingkungan kerja (X2) memberikan pengaruh sebesar 40,4% terhadap variabel kinerja karyawan (Y), maka dapat disimpulkan bahwa variabel motivasi (X1) dan lingkungan kerja (X2) berpengaruh terhadap kinerja karyawan (Y) pada PT. KMK Global Sport.

## **ABSTRACTION**

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***The Effect of Motivation and Work Environment on Employee Performance in the Admin Development Section at PT. KMK Global Sport.***

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***Keywords: The Influence of Motivation, Work Environment and Employee Performance***

***(xv + 110 + attachments)***

*This study aims to determine whether there is an influence of motivation, work environment on the performance of the Admin Development Section Employees at PT. KMK Global Sport.*

*The population in this study includes Admin Development Employees at PT. KMK Global Sport, and using random sampling technique with the slovin formula from 230 people to 70 respondents.*

*From the results of data analysis, it shows the relationship between motivational variables (X1) and employee performance (Y) at PT. KMK Global Sport is 41.6% which means it has an influence value. Based on the results of the hypothesis testing, it was obtained that the tcount was 6.963 and the ttable was 1.99547, so tcount>ttable, then Ho was rejected, Ha was accepted. The relationship between work environment variables (X2) on employee performance (Y) at PT. KMK Global Sport is 40.6% which means it has an influence value, based on the results of the hypothesis test obtained with a tcount of 6.811 and a ttable of 1.99547 so tcount>ttable then Ho is rejected and Ha is accepted. While the variables of motivation (X1) and work environment (Y) on employee performance (Y) at PT. KMK Global Sport is simultaneously showing its influence. From the results of the Anova test, it was found that Fcount was 24.369 and Ftable was 3.13, so Fcount>Ftable, then Ho was rejected and Ha was accepted. Then the analysis of the coefficient of determination (Adjusted R Square) motivation variable (X1) and work environment variable (X2) has an influence of 40.4% on employee performance variable (Y), it can be concluded that motivation variable (X1) and work environment (X2 ) effect on employee performance (Y) at PT. KMK Global Sport.*